

## **Tech Talent Fund**

### **Advisory Committee Meeting**

Connecticut Innovations  
865 Brook St. | Rocky Hill, CT  
Thursday, April 13, 2017  
10:00-12:00 am

There is a continuum of need:

K-8 Education → High School → Community Colleges → 4-Year Colleges → Graduate School → Incumbent Workers

Are we better served trying to help everyone or focusing our efforts on one portion of this continuum?

**General consensus: there is not enough funding to help everyone – we are better off making focused investments in one, maybe two, program(s) idea(s)**

#### **Around the table thoughts**

Advisory Committee members:

- Jen Widness, CCIC
  - Bringing the right people to the table (higher ed, industry, educators, policymakers, etc.) may be a free solution
  - State-supported internship program
  - Work with higher education on alternate programs
- Sean Cassidy, Arvinas
  - We should make 1-2 focused investments
- Isabelina Rodriguez, CSDE
  - Minority recruitment initiatives for both students and faculty
  - Aligning curriculum to industry need
  - Internship program
- Alex Schwarzmenn, UConn
  - Increase competency of secondary education faculty
  - Create a tiered approach to internships
    - Smaller businesses – need money for internships
    - Mid-sized businesses – may need incentives
    - Large businesses – keep them well-informed, give them access to students
- Dan Viens, FactSet Research
  - Better connecting all talent to employers
  - Create state-supported programs, but not just internships (encourage STEM; create recognitions, awards, incentives, etc.)
  - Work on building a critical mass – we need more companies clustered in our state

- Lisa Jacobi, COCC
  - State-supported programs
  - Better connecting talent
  - Help band small companies together – grow them and help them get their talent
  - Better connect academia to actual, modern workforce (e.g., all curricula should have modern case study examples)
- Ken Colwell, CCSU
  - There's a lot going on already at the high school level to generate interest in STEM and tech – let's make sure we are supporting them as best as we can
  - Boot camps/summer programs that ultimately lead to internships and jobs

Non-Advisory Committee attendees:

- Susan Auchincloss, Skills21
  - Cross-endorsing teachers, so they have the skills to teach more than one subject
  - Internship program
- Lou Manzione, University of Hartford
  - Better connecting talent to the workplace
    - Convening of educators/industry leaders
  - Training programs so new employees can rise to the experience of mid-level hires
- Jeff Infusino, Social Venture Partners – CT
  - Short term: connect smaller companies to 4 year universities and community colleges
    - Allow industry to have influence over curriculum
  - Internship program
    - Membership program – give them a community
  - Tech courses should occur earlier in education
- Dan Stowe, Experis
  - Boot camp → internship → leads to better connecting talent to the workplace
- Cynthia Lyon, Business Council of Fairfield County
  - Can we know everything that's going on? Once we do, we should look into creating an ecosystem of experienced talent.
    - Serve as mentors, critical mass, experienced professionals, etc.
- Kelley Johnson, Doors to Explore
  - Better connect to emerging talent
  - Connecticut is stuffy
    - Create a hoodie campaign to get young people rocking the Still Revolutionary brand

Education	K-8 Education	High School	Community College	4 Year College/Univ.	Emerging Talent
	Re-aligning curriculum to industry needs	Re-aligning curriculum to industry needs	Minority recruitment	Internships	Connecting talent to jobs
		Cross endorsing teachers	Re-aligning curriculum to industry needs	Minority recruitment	
		Supporting high school level STEM and tech initiatives	Increase competency of faculty	Re-aligning curriculum to industry needs	
			Boot camps/summer programs	Increase competency of faculty	
				Boot camps/summer programs	

Employer-based	Incumbent Workers	Companies
	Training programs that allow new employees to rise to the experience of mid-level hires	Help banding small companies together – grow them and help them get their talent
		Connecting companies with higher education to better align curriculum